

**LEGISLATIVE SERVICES AGENCY
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FISCAL IMPACT STATEMENT

LS 6457

BILL NUMBER: HB 1134

NOTE PREPARED: Jan 22, 2004

BILL AMENDED: Jan 22, 2004

SUBJECT: Parental Leave for School Conferences.

FIRST AUTHOR: Rep. Cheney

FIRST SPONSOR:

BILL STATUS: CR Adopted - 1st House

FUNDS AFFECTED: X GENERAL
X DEDICATED
FEDERAL

IMPACT: State & Local

Summary of Legislation: The bill requires an employer to provide paid leave to parents for school conferences when the conferences are scheduled only during the parents' work hours.

Effective Date: Upon passage; July 1, 2004.

Explanation of State Expenditures: *State Employment:* The bill will require firms with over 50 employees to allow certain employees up to eight hours per year of paid leave to attend parental conferences or other school activities directly related to the education of the employee's child that cannot be scheduled during hours in which the employee is not working. The impact of this provision on the state as an employer will be limited to its impact on the productivity of state employees.

State Department of Labor: Under the bill, the Department of Labor would be required to develop procedures and forms related to the notification of the opportunity for employees to take paid parental leave for school conferences. Additionally, the Department is charged with investigating and addressing complaints filed by persons who allege a grievance related to the paid leave requirements. The Department of Labor may issue reasonable orders to remedy the violation of the paid leave time requirement. The Department may also require the violator to pay the complainant a civil penalty of up to \$1,000.

Expanding the responsibilities of the Department of Labor to include the oversight of paid parental leave for school conferences will increase the Department's administrative burden. Any impact on the Commission will depend, in part, on the number of complaints filed with the Department by persons who allege a grievance related to the leave requirements.

The funds and resources required above could be supplied through a variety of sources, including the

following: (1) existing staff and resources not currently being used to capacity; (2) existing staff and resources currently being used in another program; (3) authorized, but vacant, staff positions, including those positions that would need to be reclassified; (4) funds that, otherwise, would be reverted; or (5) new appropriations. In FY 2003, the Department of Labor reverted \$846,238. As of December 8, 2003, the Department had 32 vacant positions. Ultimately, the source of funds and resources required to satisfy the requirements of this bill will depend upon legislative and administrative actions. The bill does not contain an appropriation.

Explanation of State Revenues:

Explanation of Local Expenditures: Municipal entities are also required to provide paid leave for employees to attend parental conferences or other school activities that cannot be scheduled during hours in which the employee is not working.

Explanation of Local Revenues:

State Agencies Affected: All; Department of Labor.

Local Agencies Affected: Municipal entities.

Information Sources:

Fiscal Analyst: John Parkey, 317-232-9854.